How to Obtain O*NET Occupational Results From Your Personality Mosaic

After circling your preferences on the Personality Mosaic Questionnaire and scoring the results, you will have a 3-digit Holland Code. For example, your top three scores could be “R-I-A” or any combination.

RIASEC are Holland Codes (designed by John Holland) to indicate occupations according to your personality. Your three highest scores indicate the relationship between your personality types and the environments. You are most likely to choose a satisfying job if you choose one that fits closer to your personality type. Most people, in reality, are a combination of types – like Realistic-Investigative, or Artistic-social. Therefore, you will probably want to consider occupations in more than one category.

The Holland Codes represent:
- R Realistic
- I Investigative
- A Artistic
- S Social
- E Enterprising
- C Conventional

Once you have deciphered your 3 highest codes using the Personality Mosaic questionnaire, use your three top codes to insert into O*NET to find a matching occupation.

1. To find O*NET online, perform an online search for “ONET” Choose O*NET online. Or go to [www.onetonline.org](http://www.onetonline.org).
2. On the O*NET webpage, select “interests” from the “Advanced Search” menu and click the arrow to the right of your selection.

3. Using your first RIASEC score, “R,” click the first result link (example Realistic).
4. Notice the number of occupations for the first choice. Then choose the second value of your RIASEC score “I” and click GO.

5. Notice the number of occupations after two RIASEC selections:
6. Choose the 3rd RIASEC Code in the third drop down menu.

7. Notice fewer occupations match:
8. Choose an occupation to investigate on the bottom half of the web:
9. View the summary report. After checking several occupations that match your personality preferences, print one summary to use as a reference to write your Career assignment.

If you are having difficulty following the screen shot directions, please contact your instructor.